Alberta Government

Alberta Apprenticeship and Industry Training Board

2013-2014 Annual Report

Alberta

Apprenticeship and Industry Training
Alberta Trades. World Ready.

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Message from the Chair

On behalf of the Alberta Apprenticeship and Industry Training Board (board), I am pleased to present the board's 2013-2014 annual report. The board identified three main strategic goals in the Alberta Apprenticeship and Industry Training Board's 2013-2017 action plan. These goals recognize the need for a strong workforce to help ensure Alberta's economic prosperity. The board's annual report measures the progress that has been made in achieving these goals.

It is the main responsibility of the board to establish high quality training and certification standards in the apprenticeship and industry training system through the input of the apprenticeship committees. The board works collaboratively with the industry network to improve standards and requirements for training and certification programs under the *Apprenticeship and Industry Training Act*.

The board continued its work to ensure that Alberta's apprenticeship and industry training system is aligned and responsive to Alberta's labour market needs. Through the Industry Champions Initiative, the board has encouraged employers to hire and train more apprentices as a means to increase the skilled workforce supply. We also enhanced the Qualification Certification Program by establishing a criteria set and framework to examine training certification standards for foreign-issued trade credentials, thereby expediting internal processes without compromising Alberta trade standards.

Last but not least, the board knows that Albertans must be aware of the excellent career options available in the designated trades and occupations to ensure that enough people consider the designated trades and occupations as a "career of choice." For example, the board, along with its stakeholders and partners, promoted the trades to Alberta's youth and under-represented groups. The board will also continue to reward exceptional individuals who are working towards completion of their apprenticeship or occupational training programs through the board's Family of Scholarships and annual Awards Event.

Alberta is a land of opportunity. In order to help reach the full potential offered by this great province, the board collaborates closely with its partners in industry, technical training institutes and government to ensure that Alberta has the highly skilled, internationally competitive trades professional workforce needed to ensure continued economic success.

Sincerely,

R Massey

Raymond (Ray) Massey
Chair

Introduction

Alberta's apprenticeship and industry training system is an industry driven system that ensures a highly skilled, professional, and internationally competitive workforce in more than 50 designated trades and occupations. Industry (employer and employee representatives) sets training and certification standards and provides direction to the system through an industry committee network and the Alberta Apprenticeship and Industry Training Board (board). The Government of Alberta provides the legislative framework and administrative support for the system. Employers provide the on-the- job training component of apprenticeship and occupational training programs. The technical institutes and colleges deliver the technical training component of apprenticeship programs and offer formal training in some designated occupations.

The Alberta Apprenticeship and Industry Training Board was established by the Government of Alberta to work with industry to set the standards and requirements for training and certification in programs under the *Apprenticeship and Industry Training Act.* It makes recommendations to the Minister of Innovation and Advanced Education about the needs of Alberta's labour market for skilled and trained workers and the designation of trades and occupations. It is accountable to report on its performance and to operate within the bounds of its legislation.

The board consists of 13 people, appointed by the Lieutenant Governor in Council, who are knowledgeable about training in the designated trades and occupations and the needs of the Alberta labour market for skilled and trained people. In addition to the board chair, eight of the board members represent employers and employees in designated trades and four board members represent employers and employees in other industries. To ensure a balanced approach, employers and employees are represented in equal numbers.

The members of the board connect with industry in many ways. They take a leadership role with industry in the discussion of major issues that affect the apprenticeship and industry training system. Members of the board represent Alberta's apprenticeship and industry training system on organizations such as Skills Canada Alberta and as advisors to trades-related programs such as the Career and Technology Studies (CTS) program in the K-12 education system. Board members attend meetings of provincial apprenticeship committees and occupational committees to act as liaison between the board and these industry committees, participate in high school career days, and speak at conferences and workshops.

The board chair represents Alberta's apprenticeship and industry training system as a member of the Interprovincial Alliance of Board Chairs (IPA). The IPA is a member of the Canadian Apprenticeship Forum – Forum Canadien sur l'apprentissage (CAF-FCA), an organization of stakeholders working to influence pan-Canadian apprenticeship strategies through research, discussion and collaboration with the apprenticeship community across the country. The board works with CAF-FCA to promote apprenticeship as an effective model for training and education, contributing to the development of a skilled, professional, productive, inclusive and mobile designated trades and occupations workforce.

As a public agency, the board's work is aligned with government direction. The focus of the Government of Alberta's Strategic Business Plan in 2013-2016 was to embrace Alberta's vast opportunities, while honouring our responsibility to future generations. The government's goal to build Alberta's economic future was particularly significant to the board as they continue to ensure that Alberta has the highly skilled trades professional workforce needed for economic success, now and in the future. This focus was reflected in the strategic goals and priority initiatives identified in the board's 2013-2016 action plan.

Results Reporting

Core Business 1 Establish and maintain high quality training and certification standards in the apprenticeship and industry training system.

Goal 1 Alberta has a highly skilled, professional workforce in the designated trades and occupations that meets the current and future needs of industry.

The Alberta Apprenticeship and Industry Training Board focused on the following priority initiatives in 2013-2014 in support of goal 1:

1.1 Ensure high quality training and certification standards continue to be developed and implemented.

1.2 Ensure a strong and vibrant industry network that contributes to the success of the apprenticeship and industry training system.

1.3 Ensure innovative, alternate forms of delivery[1] are explored as a method to improving access to technical training.

1.4 Collaborate with industry to explore alternate methods for registering and training apprentices.

1.5 Work with stakeholders and partners on initiatives with respect to the recognition of programs and alternate assessment processes.

Performance Measures		Previous Years' Results			Current Results	Target
1.a	Satisfaction of recent apprenticeship graduates with on-the-job training[2]	93% (2005-06)	92% (2007-08)	91% (2009-10)	95% (2011-12)	90+% (2011-12)
1.b	Satisfaction of recent apprenticeship graduates with technical training[2]	94% (2005-06)	94% (2007-08)	93% (2009-10)	96% (2011-12)	90+% (2011-12)
1.c	Percentage of apprenticeship graduates employed[2,3]	n/a (2005-06)	n/a (2007-08)	93% (2009-10)	94% (2011-12)	90+% (2011-12)

[1] The majority of technical training is provided through standard block release in which students attend technical training in a physical classroom. Alternate delivery offers students the ability to complete their classroom training requirement via different method (e.g. distance learning).
[2] The apprentice graduate satisfaction survey reports results by academic year of survey.
[3] Employment results for 2009/10 are not comparable to earlier survey years because of differences in the data collection period of this survey.

Results Achieved

- Designated trades and occupations' course outlines, record books, regulation amendments, policies, etc. were reviewed and amended as required.
- The Alberta Apprenticeship and Industry Training legislative review continued to ensure system responsiveness and effectiveness.
- Monitoring the health of committees and addressing any issues that arose ensured a strong and vibrant industry network. Orientation sessions for new members of provincial and local apprenticeship committees were held. Policies, guidelines and criteria were reviewed and updated to ensure currency and relevancy. A promotional video was developed in order to promote the industry network and help fill vacant committee positions.
- The Blended Learning alternate training delivery, a combination of on-line theory and practical work in the lab, made progress in the machinist, heavy equipment technician, and automotive service technician trades.
- Research on alternate methods of technical training delivery and implications for delivery was completed.
- Cross-jurisdictional research was conducted on alternate methods for registering and training apprentices.
- The board recognized trade qualifications issued by the Department of National Defense (Canada) and certificates in the elevator constructor trade and the water well driller trade.
- Apprenticeship and Industry Training has established a criteria set and framework to review and evaluate training and certification standards for foreign issued trade credentials against Alberta's certification standards.
- Credential recognition is in place for Republic of Ireland credentials in the carpenter, plumber, heavy equipment technician – truck and transport mechanic branch.

Results Reporting

Goal 2 Alberta's apprenticeship and industry training system is aligned with labour market demand.

The Alberta Apprenticeship and Industry Training Board focused on the following priority initiatives in 2013-2014 in support of goal 2:

2.1 Encourage and motivate employers to hire, train and retain apprentices to the completion of their program.

2.2 Develop ways to positively affect changes in the supply of skilled trades professionals.

2.3 Collaborate with industry and government stakeholders to develop an understanding of specific labour market needs and changes.

2.4 Influence Pan-Canadian apprenticeship strategies through research, discussion and collaboration within the apprenticeship community across the country.

Performance Measure		Previous Years' Results			Current Results	Target
2.a	Number of employer sites hiring and training apprentices	14,581 (2010)	13,871 (2011)	14,215 (2012)	14,815 (2013)	14,500 (2013)

Performance Indicators*		Previous Years' Results			Current Results
2.b	Number of new apprentices registered (five-year average)	20,216 (2010)	18,899 (2011)	18,748 (2012)	18,640 (2013)
2.c	Number of apprentices registered	63,029 (2010)	57,004 (2011)	61,326 (2012)	65,880 (2013)
2.d	Number of apprentices completing their program	9,335 (2010)	9,060 (2011)	8,438 (2012)	7,354 (2013)
2.e	Number of individuals issued Occupation Certificates	153 (2010)	146 (2011)	160 (2012)	165 (2013)
2.f	Number of individuals issued Qualification Certificates	919 (2010)	698 (2011)	783 (2012)	1,043 (2013)

* Performance indicators describe industry trends that affect and inform the work of the Alberta Apprenticeship and Industry Training Board. They are not directly attributable to the board's activities; therefore, performance targets have not been set.

Results Achieved

- The Industry Champions initiative continued to promote the hiring, training, and retaining of apprentices to completion of their program to industry as a means to increase the supply of skilled trades professionals. In partnership with CAF, an industry-led symposium was held that focused on addressing skilled workforce challenges in the oil and gas industry.
- The Qualification Certificate Program continues to be reviewed in order to expedite the assessment process without compromising Alberta trade standards. Projects seeking ways to expedite the review of applications for temporary foreign workers are being conducted.
- A process to expedite the verification of work experience for holders of Republic of Ireland trade certificates has been established for the agricultural equipment technician, auto body technician, automotive service technician, bricklayer, cabinetmaker, electrician, instrument technician, insulator, painter and decorator, refrigeration and air conditioning mechanic, tilesetter, and welder trades.
- Alberta provided input and continues to participate in the Canadian Council of Directors of Apprenticeship (CCDA) project, "Strengthening the Red Seal." Active leadership of, and support to pan-Canadian apprenticeship and industry training is provided by the board's chair membership in the Interprovincial Alliance of Board Chairs and participation on several Canadian Council of Directors of Apprenticeship committees.

Results Reporting

Core Business 2 Promote training in designated trades and occupations.

Goal 3 Albertans are aware of and knowledgeable about the apprenticeship and industry training system.

The Alberta Apprenticeship and Industry Training Board focused on the following priority initiatives in 2013-2014 in support of goal 3:

3.1 Promote positive health, safety and environmental (HSE) practices in the workplace.

3.2 Promote career options in the designated trades and occupations to Albertans.

3.3 Implement a comprehensive board communications plan.

3.4 Support stakeholder partners that promote the designated trades and occupations as a first-choice career option to young Albertans.

3.5 Explore actions that may increase the participation and progress of under-represented individuals in apprenticeship and industry training programs.

3.6 Promote dual credit pathways in the Career and Technology Studies (CTS) program to increase the participation of young Albertans in apprenticeship and industry training.

3.7 Encourage apprentice excellence and completion through apprenticeship and industry training scholarships and awards.

3.8 Promote life-long learning apprenticeship and industry training options (e.g., Interprovincial Red Seal Program and Achievement in Business Competencies (Blue Seal) Program).

Performance Measures	Previous Years' Results			Current Results	Target
3.a Number of scholarships available	870 (2010)	871 (2011)	879 (2012)	879 (2013)	885 (2013)
3.b Percentage of completing apprentices in Red Seal trades writing Red Seal exams in the same year	96% (2010)	97% (2011)	96% (2012)	96% (2013)	90+% (2013)
3.c Percentage of completing apprentices in Red Seal trades passing Red Seal exams in the same year	81% (2010)	80% (2011)	81% (2012)	79% (2013)	80+% (2013)

Results Achieved

- Positive health, safety and environment practices in the workplace were included in promotional materials and in board chair presentations to industry. The board chair collaborated with industry to support the development of the Work Safe Alberta Strategic Framework.
- Board members promoted the apprenticeship and industry training system at various local and regional events.
- The Apprenticeship and Industry Training brand was updated and applied to all promotional material to increase its relevance and recognisability. The new brand "Alberta Trades: World Ready" visually reflects the technological advancements in the trades and recognizes the international competitiveness of Alberta's skilled workforce.
- The board supported the Alberta Education initiative of creating five additional dual credit pathways (electrician, heavy equipment technician, millwright, plumber, and auto body technician) in addition to the existing five, which are scheduled to be delivered in September 2014.
- The board encouraged excellence in the designated trades and occupations by awarding scholarships and awards to exceptional individuals, employers, and instructors participating in the apprenticeship and industry training system. The Alberta Apprenticeship and Industry Training Board Family of Scholarships was promoted to over 6,000 apprentices to ensure all scholarships are awarded.
- Life-long learning was emphasized through the first public offering of the Trades to Degrees pathway which began in September 2013 enabling certified trades professionals to use their trades credentials to move directly into the third year of the Bachelor of Business Administration Program at NAIT.

Members of the Board

Chair

Raymond (Ray) Massey

Term: May 8, 2013 to May 7, 2016

Ray Massey holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the painter and decorator trade. In 2012, he retired as President and General Manager of Ray-nor Painting and Decorating Ltd. Ray was a member of the board previously (2002-2007) and has participated in Alberta apprenticeship committees, both local and provincial, for 11 years, serving as presiding officer on each for six years.

Representing employers in designated trades

Shawna Boreen

Term: June 12, 2013 to June 11, 2016

Shawna Boreen holds a Bachelor of Commerce degree from the University of Alberta. Ms. Boreen is the business manager of Oil City Crane Service Ltd. Ms. Boreen previously served as Chair of the Board of Directors of the Crane Rental Association of Canada and currently serves on the Board of Directors of Women Building Futures.

Herman Bruin

Term: March 10, 2011 to March 9, 2014

Herman Bruin holds trades certificates with an Interprovincial Standards Red Seal endorsement in the steamfitter-pipefitter and plumber trades, and a gasfitter trade certificate. Mr. Bruin is the Owner and President of Bruin's Plumbing and Heating Ltd. He has served as a member of the Plumber Provincial Apprenticeship Committee.

Paul Heyens

Term: March 10, 2011 to March 9, 2014

Paul Heyens holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the glazier trade. Mr. Heyens is the Owner and Chief Executive Officer of Alberta Glass Company Inc. He has served as both presiding officer and member of the Glazier Provincial Apprenticeship Committee.

Frank Light

Term: April 1, 2012 to March 31, 2015

Frank Light holds trades certificates with an Interprovincial Standards Red Seal endorsement in the millwright and machinist trades. Mr. Light is the President and Co-Owner of Channico Machine and Millwright Services. Mr. Light served as a member of the Millwright Provincial Apprenticeship Committee.

Representing employees in designated trades

T.R. (Terry) Burton

Term: April 22, 2012 to April 21, 2015

Terry Burton holds a Bachelor of Commerce degree in Personnel and Industrial Relations from Memorial University in Newfoundland. Mr. Burton has been active in the Alberta and Canadian heavy construction and maintenance industry for greater than 35 years.

Roger Geisinger

Term: March 10, 2011 to March 9, 2014

Roger Geisinger holds a trade certificate in the ironworker – metal building systems erector trade and a Bachelor of Education degree. Mr. Geisinger is the Manager, Metals Division at Clark Builders. Mr. Geisinger participated for two three-year terms on the Ironworker Provincial Apprenticeship Committee.

John (Jack) Lane

Term: April 1, 2011 to March 31, 2014

Jack Lane holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the crane and hoisting equipment operator trade. In 2013, Mr. Lane retired from the position of Apprenticeship Coordinator with Syncrude Canada Ltd. Mr. Lane has served as presiding officer of both the Provincial Apprenticeship Committee and the Fort McMurray Local Apprenticeship Committee for the crane and hoisting equipment operator trade.

J. Peter Wyatt

Term: May 8, 2013 to May 7, 2016

J. Peter Wyatt holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the welder trade and a journeyman certificate in the sheet metal trade. Mr. Wyatt served for 16 years on both the Local and Provincial Apprenticeship Committees for the sheet metal trade, most recently as Presiding Officer for the Sheet Metal Worker Provincial Apprenticeship Committee.

Members of the Board (continued)

Representing employers in industry other than designated trades

Kent B. Dietrich — Term: June 12, 2013 to June 11, 2016

Kent Dietrich holds a trade certificate in the carpenter trade. Mr. Dietrich is the Workforce Manager at PCL Buildings Inc. Mr. Dietrich participated on both Local and Provincial Apprenticeship Committees for the carpenter trade.

Brian Hinton — Term: March 10, 2011 to March 9, 2014

Brian Hinton holds a London City and Guilds Full Technology Certificate in Baking and National Diploma in Baking from the School of Baking at the Cambridge Institute of Technology and School of Arts, England. Mr. Hinton is the Research and Development Director of Sweet Results Bakery and founder of Lakeview Bakery in Calgary. Mr. Hinton participated on both Local and Provincial Apprenticeship Committees for the baker trade for a period spanning 15 years.

Representing employees in industry other than designated trades

Kenneth (Ken) R. Bird — Term: June 15, 2011 to June 14, 2014

Ken Bird holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the welder trade, a Bachelor of Engineering as well as a Master of Business Administration degree from the Athabasca University. Mr. Bird has over thirty years of experience in the metal fabrication and manufacturing industry where he has undertaken various senior management and executive level roles.

Christopher Race — Term: March 10, 2011 to March 9, 2014

Christopher Race holds trade certificates with an Interprovincial Standards Red Seal endorsement in the heavy equipment technician and electrician trades. Mr. Race is employed at Teck Coal Cardinal River Operation and is an executive member of the United Mine Workers of America local 1656.

Outgoing Board members

Duane Mather

Duane Mather served as a board member representing employers in industry other than designated trades from April 2010 to March 2013. Mr. Mather retired as the President and chief Executive Officer of Nabors Canada and currently serves as Chairman of the Board of Directors of Enform. Mr. Mather was a member of both the Rig Technician Provisional Committee and subsequently the Rig Technician Provincial Apprenticeship Committee.